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REPORT

ON

SALARIES OF NURSING DEANS

IN

COLLEGES AND UNIVERSITIES

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INTRODUCTION

Summary

This report on the salaries of 240 chief administrative officers in baccalaureate and higher degree programs in nursing follows the publication of Nursing Faculty Salaries in January 1982. Salaries in both of these reports represent the fall of 1981. They constitute a fourth annual review of academic salaries in nursing which the American Association of Colleges of Nursing initiated in 1978-79. A map showing geographic regions is presented on page 19 followed by a list of participating schools beginning on page 20. Schools applying for membership in AACN after October 19, 1981 could not be included. (Also see note about acting or interim deans.)

METHOD

Data Collection

An Institutional Data form (see page 17) provided a framework for classification and presentation of salary data for both faculty and deans. Thus, it was possible to examine the following as possible determinants of a dean's salary: the support category of the parent institution, location in a university or other collegiate setting, autonomy, size of faculty, types of educational programs offered and regional differences. In addition, a one-page questionnaire sought information as to terms of the dean's appointment, educational background, and length of experience as a dean (see page 18).

Participating Schools

Completed forms for both institutional and deans' salary data were received from 261 institutions. This number indicates that 29 additional member schools supplied data for the deans' survey over the previous year. In general, this increase (12.5 percent.) reflects the growth in membership which AACN has experienced during the same period. A comparison between the number of schools which supplied data for the Report on Nursing Faculty Salaries (256) and for this report on nursing deans (261) also will be of interest. The difference is largely due to the number of new member schools which were in process of recruiting faculty so could not supply salaries for the earlier Report. However, the dean (as the single faculty member) submitted Institutional Data and information on the dean's position. It should also be explained that a few deans chose not to participate in this survey of their positions although they had supplied information on faculty salaries. For these reasons, the reader is reminded that there are differences in the lists of participating institutions in the two reports.

Acting or Interim Deans

The questionnaires from 21 schools indicated that the deanship was vacant at the time of data collection (September-October 1981). Follow-up of these responses indicated that acting or interim deans were faculty members serving as temporary replacements; in this capacity their salaries were typical of faculty rank rather than chief administrative officers. Salaries of acting or assistant deans were included in the Report of Nursing Faculty Salaries and do not appear in the analysis of deans' salaries in this report. However, the participation of schools with an acting/interim dean was acknowledged with an asterisk (*) in the list beginning on page 20 as evidence of the school's cooperation in AACN's salary survey. It should be noted also that several deanships which were vacant in the fall of 1981 have been filled by the date of publication of this report.

Since acting and interim deans were excluded from the tabulations, this report is based upon the salaries of 240 chief administrative officers in baccalaureate and graduate programs in nursing.

Definitions

Title

In this report the term dean is used in a generic sense with reference to the chief administrative officer in a school, college, department, or program in nursing regardless of local title. Table 12 will provide the variety of actual titles among the respondents and possible relationships to salary.

Autonomy

An autonomous school is a nursing program within a college or university structure which generally is titled "College of Nursing" or "School of Nursing." A non-autonomous school is a nursing program within a college or university structure which is a department or program within a larger unit of that institution. However, all autonomy is relative since various linkages between educational units exist in higher education. There are many different organizational patterns, some historical and others the result of recent changes. Thus, autonomous/non-autonomous should not be regarded as superior/inferior.

Academic Medical Health Science Center

This frequently misunderstood or misinterpreted title refers to "an institution that includes a school of medicine, a teaching hospital, and at least one additional health educational program" - in our case nursing. Whether situated on the same campus or

separate campuses, each health school generally maintains separate identity and autonomy.

Salary Basis: Calendar Year

Salaries of deans were collected on either a calendar year or an academic year basis but, since the majority were in the former category, all salaries were converted to a calendar year basis for analysis and presentation. This conversion is done by multiplying academic year salaries by eleven-ninths to obtain equivalent calendar year salaries.

All tables in this report display salaries on a calendar year basis (only). For a dean whose salary is on an academic year basis, it would be expedient to multiply that salary by eleven-ninths before comparing with the tables which follow.

Computer Processing

All data from the deans' salary questionnaire were keypunched and entered into a computer system for processing, identifying each institution by an AACN code number. The file was then linked with institutional data in the AACN Data Bank to produce a master record for each school which contained data for both the institution and the dean. These data were sorted and tabulated in various ways to obtain the tables presented in the pages which follow.

Percentile Analysis

Where there are a sufficient number of deans in a group, data are presented for the 10th, 25th, 50th, 75th and 90th percentile salaries. These percentile salaries are those below which 10, 25, 50, 75, and 90 percent of the salaries fall, respectively. By this definition, the 50th percentile is the median salary. The 25th percentile salary should be regarded as a low salary, and the 10th percentile should be regarded as a very low salary. The 75th percentile should be regarded as a high salary, and the 90th percentile as a very high salary. Percentile salaries have been rounded to the nearest hundred.

The number of individuals in each group is also shown with the percentile statistics. Where the number is small, it is not meaningful to calculate all of the percentile values. Thus, the 10th and 90th percentiles have not been calculated where the number is less than eleven, the 25th and 75th percentiles have not been calculated where the number is less than five, and even the 50th percentile has not been reported when the number is less than three.

RESULTS AND DISCUSSION

Table 1

Salaries of All Deans: Percentile Data

	N	10th	25th	50th	75th	90th
1981-82	240	30,600	36,000	42,800	52,500	58,000
1980-81	208	29,200	34,600	40,400	46,900	52,900
1979-80	184	26,300	31,600	38,400	44,500	50,500
1978-79	171	24,500	28,000	35,700	41,600	46,400

Table 1 presents salary data for the deans of nursing in the institutions participating in the 1981-82 salary survey. Comparison of 1981-82 median salary data with the preceding three years indicates a 5.9 percent increase over 1980-81; a 5.2 percent increase between 1979-80 and 1980-81 and a 7.6 percent increase between 1978-79 and 1979-1980. It should be remembered that the same deans are not involved each year and that percentile salary data are affected by several factors. Turnover may result in a newly appointed younger or less experienced dean receiving less salary than one who retired; also, a school with high salaries may not have submitted data in a given year or vice-versa.

Table 2

Salaries for Deans Continuing in Office

	N	10th	25th	50th	75th	90th
1981-82	163	34,200	39,100	45,500	54,000	59,200
1980-81	163	30,000	35,500	42,300	49,200	54,800

Table 2 limits comparison to schools which participated in both the 1980-81 and 1981-82 surveys with the same dean continuing in office. The median salary for this group of deans showed an increase of 7.6 percent. Examination of the difference in the median salary increase between Table 1 and Table 2 indicates that new deans at lower salaries adversely affected the rate of increase computed from Table 1. This is not a surprising finding, as one would expect that salaries of deans who continued in office would show greater increase than the total population of deans for a given year. The remainder of the tables in this re-

port will be based only on data supplied by the 240 schools that participated in the 1981-82 survey.

It seems important to point out that many of the factors presented in the tables which follow that relate to salary are in fact related to each other as well. For example, deans of schools of nursing with doctoral programs have doctorates themselves, and these programs generally are located in large universities or academic health centers. Thus, the reader should be cautioned that statements such as "Deans with doctoral programs receive higher salaries," and "Deans in academic health centers receive higher salaries" are not independent statements. Data presented in this 1981-82 Report on Salaries of Nursing Deans show that the very great diversity in the characteristics of nursing programs and deans is reflected in a corresponding diversity in level of compensation. The report should be useful to each dean in evaluating the status of her or his salary in comparison with (1) salaries of other administrative personnel in the local institution and (2) salaries of nurse colleagues in comparable settings in other colleges and universities.

Table 3

Comparison of Calendar Year (equivalent) Salaries for Deans on Academic and Calendar Year Basis

	N	10th	25th	50th	75th	90th
Academic Year Basis	46	29,500	34,200	39,700	44,700	54,100
Calendar Year Basis	194	31,300	36,400	44,000	53,500	59,000

Table 3 is new this year and is presented in response to interest on the part of membership. Colleges and universities make various plans for coverage of administrative responsibilities during the summer period. These depend upon what an institution defines as an academic year and the calendar for semesters, quarters or other time units under which it operates its various academic programs. Some deans have an option as to whether they wish an academic year or calendar year appointment; others do not. Table 3 illustrates that a large majority of nursing deans (81 percent) are employed on a calendar year basis. Deans with academic year appointments are clearly compensated at a lower annual rate, even after adjusting the salaries to a calendar year basis. The difference of 11 percent between median salaries of the two groups would seem to relate the academic year deans to smaller institutions which may offer only a baccalaureate in nursing. The extent to which such deans seek other employment in the summer period is not known.

Table 4

Salaries of Nursing Deans by Region

Region	N	10th	25th	50th	75th	90th
North Atlantic	72	29,700	34,300	41,500	48,600	56,800
Midwest	70	30,000	35,000	42,000	50,000	57,900
South	76	32,100	36,600	44,600	53,000	58,800
West	22	28,900	39,900	49,500	54,700	65,200

Salary data for the four AACN regions are shown in Table 4. Again this year, the reported level for deans' salaries in the Northeast seems to have been adversely affected by the fact that nearly one-half of new member schools (15 of 32) are in that region. While these are not all in small institutions, the majority tend to be in settings where a new nursing program is being developed. In contrast, the number of AACN member schools in the South and West reporting deans' salaries this year was relatively stable in comparison with 1980-81.

The regions are not homogeneous in the characteristics of the schools they include, and the regional differences are reflected in deans' salaries. For example, the majority of schools in the West are public universities, a high percentage are on academic health center campuses and five of the 22 schools reporting have doctoral programs in nursing. All of these characteristics are associated with higher salaries for deans, and it is likely that these attributes account for the higher compensation levels reported for the West.

In summary, increases in median salaries of deans in the four regions between 1980-81 and 1981-82 are as follows: Northeast 4.5 percent, Midwest 4.2 percent, South 3.7 percent and West 11.2 percent. A comparison with median salaries for 1981-82 in Table 1 shows that salaries in the southern and western regions exceed the all schools median.

Table 5

Salaries of Nursing Deans by Institutional Control

Control	N	10th	25th	50th	75th	90th
Public	135	34,700	39,900	45,500	53,500	58,000
Secular Private	39	30,100	36,500	44,600	56,000	60,400
Religious Private	66	26,400	31,100	36,000	41,100	50,900

Table 5 presents salaries of deans according to control of the parent institution. All three categories experienced an increase in number of member schools reporting over 1980-81. Public schools increased by ten, secular private by six and religious private schools by sixteen. Some interesting internal contrasts are apparent. At the median and lower levels, salaries are highest in public institutions, lower in secular private schools and lowest in religious private schools. However, at the 75th and 90th percentiles, secular private institution salaries are ahead of the others. Although still in the lowest place, median salaries of deans in religious private institutions increased by 6.8 percent over the preceding year as compared to 5.9 percent for all deans; they also experienced an 11 percent increase at the 90th percentile over 1980-81.

Table 6

Salaries of Nursing Deans in Universities and Four-Year Colleges

Parent Institution	N	10th	25th	50th	75th	90th
University	174	34,700	39,800	46,000	54,000	59,800
Four-year College	57	25,100	30,000	33,000	39,100	42,800
Other	9	36,700	41,600	53,800	58,800	66,000

Data in Table 6 show that deans in schools of nursing which are situated on a university campus earn substantially higher salaries than deans of nursing in four year colleges. A similar observation was made in the case of nursing faculty in AACN's 1981-82 report. Comparison of 1981-82 data with deans' salaries in four-year colleges in 1980-81 indicated a median increase of 3.8 percent; a similar comparison between the median for deans' salaries in universities showed an increase of 5.7 percent - a little below the increase in the all-dean median salary of 5.9 percent in 1981-82.

The "other" category in Table 6 represents nursing programs in specialized institutions of higher education, e.g., a free-standing medical college, a consortium or other "one of a kind" programs.

Table 7

Salaries of Nursing Deans in
Academic Medical/Health Science Centers

Parent Institution	N	10th	25th	50th	75th	90th
Academic Medical/ Health Centers						
Same Campus	64	40,600	48,100	53,700	58,300	65,100
Separate Campus	6	-	39,900	43,800	47,400	-
Separate City	2	-	-	-	-	-
Other Universities and Colleges	168	29,700	34,200	39,900	45,500	53,900

The format of AACN's Institutional Data questionnaire was changed this year in an effort to secure more accurate data concerning a nursing school's relationship with an academic medical/health center which existed in the same university. The internal breakdown of deans' salaries at academic health centers in Table 7 probably is not significant and would seem related to size of the nursing program, region or other factors. However, Table 7 provides a significant comparison between deans' salaries where the school of nursing is affiliated with an academic medical/health center or situated in other colleges and universities. The median salary for academic health center nursing deans increased about 9 percent over last year as compared to 5.9 percent in other colleges and universities.

Table 8

Salaries of Nursing Deans in
Autonomous and Non-Autonomous Settings

	N	10th	25th	50th	75th	90th
Autonomous School	153	33,600	39,800	47,000	54,800	60,000
Department in Another School	87	28,300	31,500	36,700	42,100	50,100

The term autonomy as used in this report generally identifies programs with the title School or College of Nursing. Non-autonomous programs are those which are organized as a department or program of another unit of the institution. However, autonomy is apt to be a matter of degree and specific categorization is difficult, even for the deans themselves. A number of deans have

answered yes in one year and no in a following year to the autonomy question.

The rather wide differences in deans' salaries which Table 8 presents are related to a number of other characteristics previously mentioned in this report. The majority of university schools and those on academic medical/health science centers tend to be autonomous. Conversely, many of the non-autonomous programs are situated in four-year colleges where the placement of nursing programs conforms to the general organizational structure of the institution. Thus, salaries of nursing deans need to be considered in line with those of other administrators in the parent institution.

Table 9

Salaries of Nursing Deans by Programs Offered in the School

	N	10th	25th	50th	75th	90th
Baccalaureate Only	119	28,900	32,400	37,900	42,100	46,200
Master's only	2	-	-	-	-	-
Baccalaureate, Master's	99	36,500	42,100	48,500	54,600	60,000
Master's, Doctoral	3	-	54,800	56,000	66,700	-
Baccalaureate, Master's, Doctoral	17	52,000	54,500	57,000	65,100	74,800

It is apparent from the data in Table 9 that the salaries of deans vary greatly with increased responsibility for advanced degree programs, which is ordinarily related to the size and type of faculty. However, the very large number of schools offering baccalaureate study only also have diverse characteristics depending upon location, source of support, enrollment of R.N. students and the length of the program's existence. Schools offering both baccalaureate and master's study would be expected to recruit and maintain a higher ratio of doctorally prepared faculty and so on. Factors such as educational preparation and experience of the deans in the three types of schools, although not correlated with salary level in this report, could add interesting information. In line with the policy explained on page 3, percentile salaries are not provided when the number of individuals is less than three.

Table 10

Salaries of Nursing Deans by Faculty Size

Number of Faculty	N	10th	25th	50th	75th	90th
0 - 10	50	29,700	32,100	35,600	40,300	47,700
11 - 20	60	29,500	32,600	36,700	42,700	45,900
21 - 30	38	27,800	38,600	43,900	49,900	54,600
31 - 40	31	36,400	42,000	45,400	50,200	58,600
41 - 60	45	43,900	48,500	54,000	57,000	60,600
More than 60	16	53,600	54,700	56,800	65,100	76,500

Table 10, which is new this year, shows the relationship of salaries for the chief administrative officer of nursing schools to the number of faculty for which they are responsible. The very strong and obvious positive relationship between compensation and organization size is in a sense very satisfying, because it is what one would expect for commercial, governmental or academic institutions of any kind. Many factors are significant in describing a deanship, but the faculty size would probably be the best single measure of comparability of positions. One should point out that even within the size groupings, variables other than faculty size could affect the dean's salary. For example, a school with only a graduate program might have ten highly prepared experienced faculty who would merit higher salaries than Table 10 would indicate. The table would seem to have significance for nursing education beyond the relationship of salaries to faculty size. It illustrates vividly that 110 AACN respondents - 46 percent of participating deans - represented institutions with a nursing program in which less than 20 nursing faculty were employed.

Table 11

Salaries of Nursing Deans by Type of Highest Degree

Highest Degree	N	10th	25th	50th	75th	90th
D.N.S. or D.N.Sc.	9	30,000	34,400	42,200	43,400	53,800
Ed.D.	90	32,000	38,000	45,800	53,700	58,600
Ph.D.	106	32,400	38,400	42,800	53,600	60,000
D.P.H. or Dr.P.H.	4	-	50,800	55,000	59,300	-
Other Doctorate	1	-	-	-	-	-
Nursing Master's	26	25,000	29,800	34,500	38,700	43,700
Other Master's	4	-	30,500	33,600	51,100	-

A total of 210 deans, 87.5 percent of those reporting in the 1981-82 survey, held an earned doctorate, approximately the same proportion as last year. It should be noted that AACN's data show that the percentage of doctorally prepared deans has not changed significantly in the last two years. However, the above percentage compares favorably with the first year of AACN's data collection in 1978-79 when a total of 142 deans (83 percent) were in the doctoral category.

Comparison of the type of doctoral degree reported in the 1978-79 survey also is of interest. In that year Ed.D. degrees comprised 50 percent of the doctoral degrees with Ph.D.'s accounting for 44 percent; corresponding figures for 1981-82 are 43 percent and 51 percent. The percentage of deans reporting professional degrees in nursing (D.N.Sc. or D.N.S.) was 4 percent of the total group reporting in both 1978-79 and 1981-82. At the present time AACN lacks complete data on the major field of study of nurses who have earned the Ph.D. degree, but this type of internal analysis will be considered for the future.

The number of deans whose highest educational credential was a master's degree remained at 12 percent; the large majority had a master's in nursing. As would be expected, a large number of deans in the master's category indicated that doctoral study was near completion.

Table 12

Salaries of Nursing Deans by Title

Title	N	10th	25th	50th	75th	90th
Dean	141	36,900	42,000	48,500	55,000	60,000
Director	31	27,800	33,000	36,200	42,000	49,500
Chair	59	27,900	30,000	34,200	41,000	44,900
Other	9	27,800	33,700	38,000	44,700	55,000

Table 12 indicates clearly that the title of dean is associated with the highest levels of salaries. However, it seems likely that whatever title is held by the chief administrator in a nursing program is determined by the pattern of titles (and salaries) which prevail in the parent institution. For example, included under "other" are a few chief academic nurse administrators who have the title of associate dean since that describes a category for a chief administrative group in their academic setting.

Table 13

Salaries of Nursing Deans by Rank

Academic Rank	N	10th	25th	50th	75th	90th
Professor	177	34,800	40,000	46,600	54,600	60,000
Associate Professor	50	29,000	32,000	35,000	38,100	42,000
Assistant Professor	9	20,600	25,000	27,800	29,900	31,200
No Academic Rank	4	-	32,600	35,400	37,700	-

Table 13 indicates that 74 percent of the deans held the rank of professor, slightly less than last year. The difference likely is related to newer, less experienced deans or those who have recently completed doctoral preparation. Policies concerning levels of academic rank may differ considerably by educational institution; four deans report no academic rank at all.

Table 14

Salaries of Nursing Deans and Tenure

Tenure Status	N	10th	25th	50th	75th	90th
With Academic Tenure	167	32,100	40,000	46,300	54,600	59,600
Without Academic Tenure	73	29,300	32,700	36,700	40,600	48,400

Table 14 indicates that 167 or 70 percent of the deans in the 1981-82 survey held academic tenure - the same percentage as last year. Although further analysis of the schools where deans lack tenure has not been done, it is likely that the majority of these are smaller private institutions that do not operate a tenure system. Also, institutional policy probably governs the eligibility of a new dean for tenure status. The relationship of either of these conditions to salary status has been discussed at various points in this report.

Table 15

Length of Administrative Term of Nursing Deans

Length of Term	N
No fixed term	172
2 years	9
3 years	33
4 years	7
5 years	16
6 or more years	3

Table 15 bears no direct relationship to salary but is included as a matter of interest. Responses to the question on length of administrative term, which reflects institutional policy rather than nursing per se, have been rather consistent over a three-year period. A little less than threee-fourths of the total number have no fixed term.

Table 16

Number of Deans Elected by Nursing Faculty

Region	Elected	Not Elected
North Atlantic	19	53
Midwest	10	60
South	6	70
West	2	20

As was the case with Table 15, the data on election of the dean have no relationship to salary. The information is included because of interest on the part of deans, particularly with regard to changing trends. AACN's data show that election is the practice in a very small number of schools; only 10 percent of the 1981-82 respondents and 12 percent of the respondents in 1980-81. The colleges and universities where deans are elected include all types: public and private, large and small institutions.

Table 17

Formal Review of Deans' Performance

Kind of Review	N
Internal Review	112
Internal and External Review	14
No Review	113
No Response	1

Table 17 shows how the deans' performance is evaluated in responding institutions. It was included for the first time this year in response to growing interest in nursing education as elsewhere in academia, as to the manner in which the performance of deans in colleges and universities was being reviewed. The response to AACN's query clearly indicates that nearly 50 percent of nursing deans did not undergo a review process of any kind. Approximately the same number reported that their institutions conducted an internal review. Only a small number (6 percent) responded that both internal and external reviews were the policy in their college or university. In the future AACN may seek further information linking the dean's administrative term to frequency of performance review.

FIGURE 1: LENGTH OF TIME IN CURRENT POSITION

Figure 1 illustrates the length of time in which the nursing deans in this survey have been in their present positions. It seems significant that approximately one-half of the group (54 percent) have served for three years or less. However, the number of new schools which have become members of AACN in the past year would be expected to affect the less experienced group. The median period of time in the current position for the group as a whole is three years as compared to four years in 1980-81.

FIGURE 2: TOTAL YEARS OF EXPERIENCE AS A DEAN

Figure 2 shows that many deans have had previous experience as chief administrative officers in a nursing program, and in fact, the length of career as a dean is much longer when service in previous deanships is taken into account. The median number of years of combined experience in deanships for the group as a whole is 5 years. This year there are 60 dea[illegible] (25 percent) with more than ten years of experience as chief administrative officers in baccalaureate or masters programs in nursing.

FIGURE 1: LENGTH of TIME in CURRENT POSITION

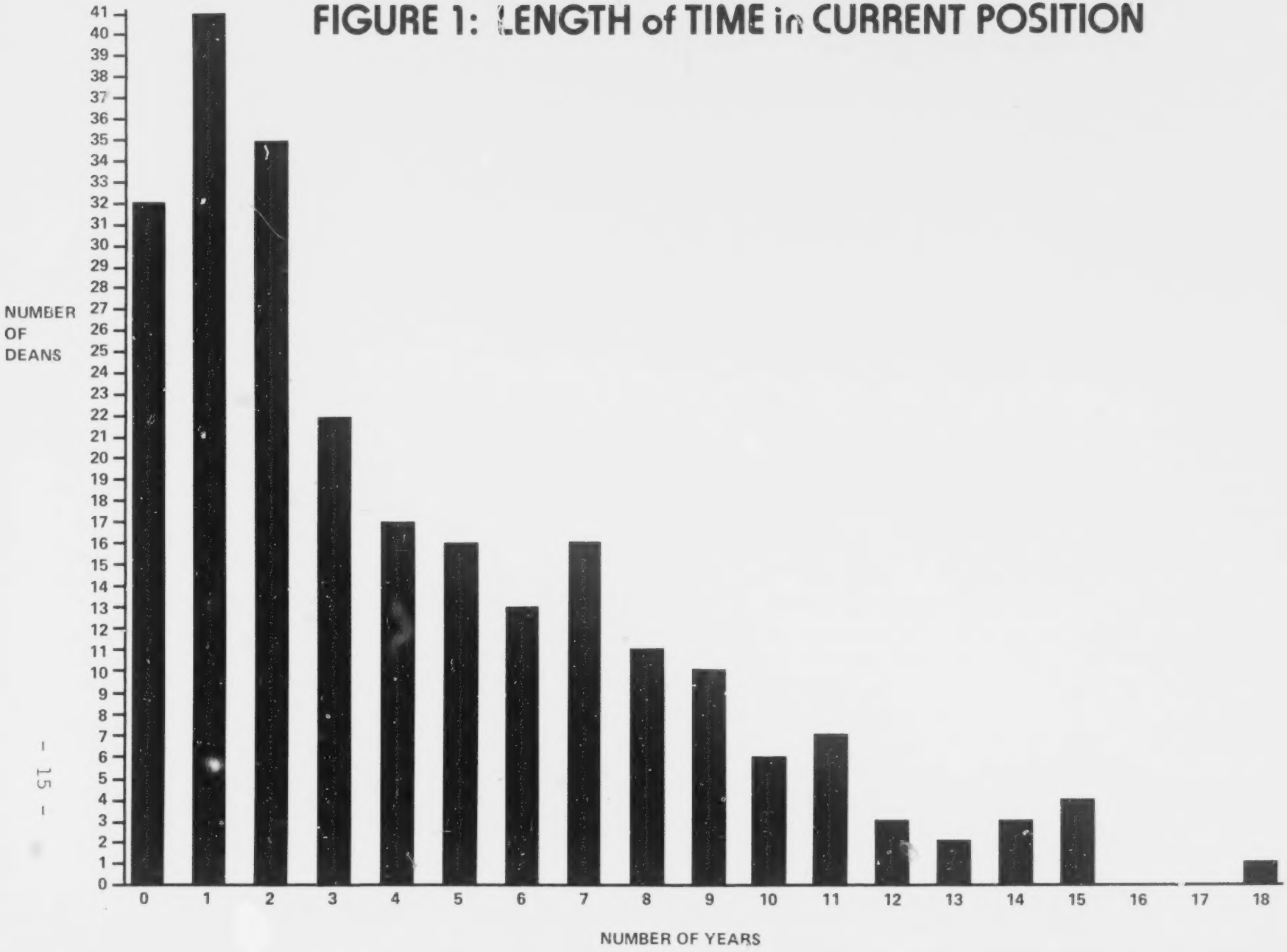
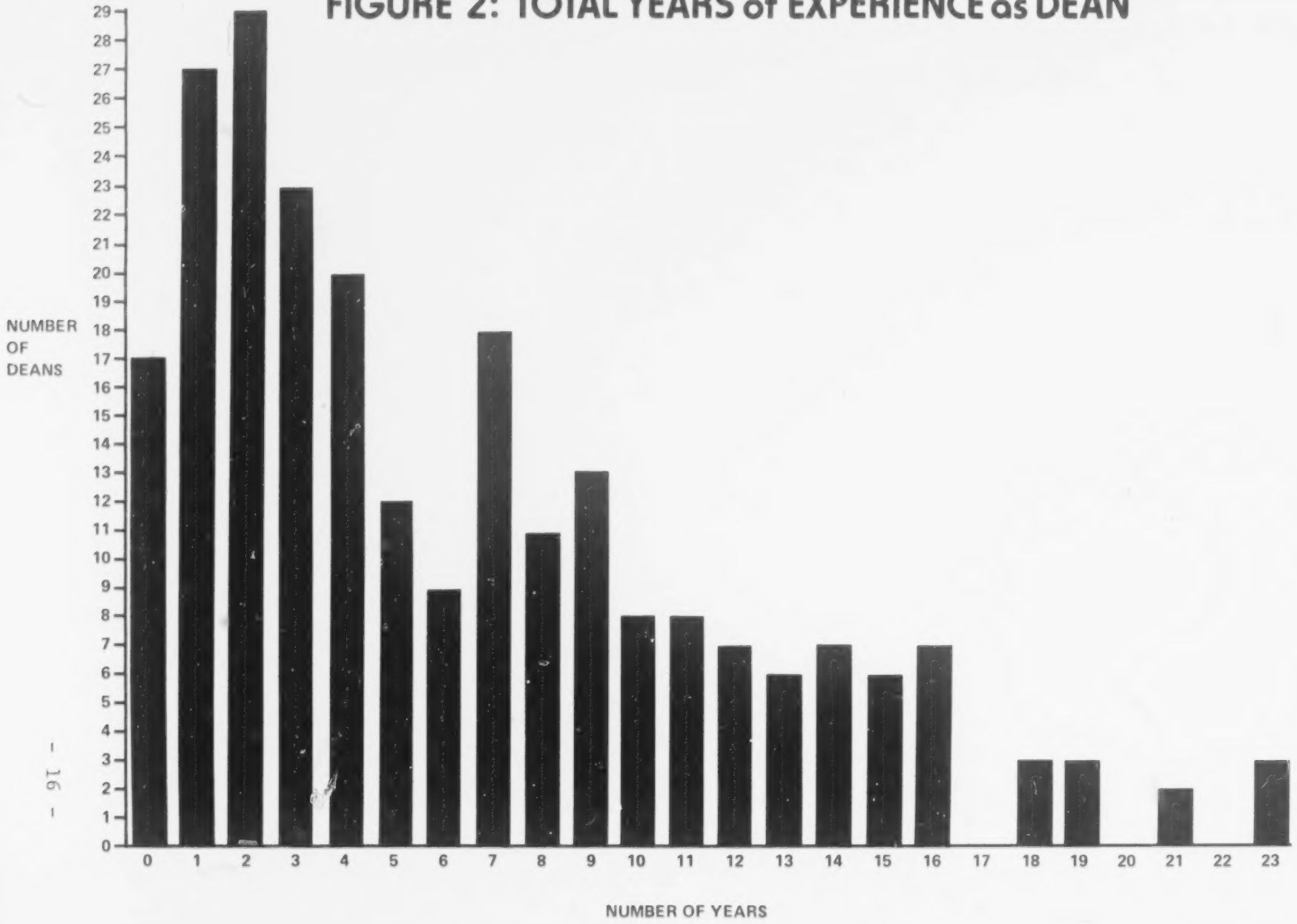


FIGURE 2: TOTAL YEARS of EXPERIENCE as DEAN



American Association of Colleges of Nursing

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1981-82 AACN SURVEY
INSTITUTIONAL DATA

Name of School _____

Address of School _____

1. Your institution is: (please check one)
   Public _____ Private (secular) _____ Private (religious) _____
2. Your school of nursing is part of an academic health center: (See definition on reverse. Please check one.)
   yes, same campus _____ yes, separate campus _____ yes, separate city _____ no _____
3. Your school of nursing is part of: (please check one)
   A university _____ A four-year college _____
   Other _____ (Specify) _____
4. Administratively, your nursing program is: (please check one)
   An autonomous school or college (within the institutional structure) _____
   A department within another unit of the institution _____
5. The salary basis for nursing faculty is: (please check one)
   Academic year _____ Calendar year _____ Mixed _____ (See instructions on reverse)
6. Number of nursing faculty: Full-time [ ][ ][ ] Part-time [ ][ ][ ] (See instructions on reverse)
7. Does your school of nursing have a tenure system? Yes _____ No _____ . If yes, does the school offer a two track system (tenure and non-tenure)? Yes _____ No _____
8. Academic programs offered:
   baccalaureate _____
   masters _____
   doctoral _____
   assoc. degree _____ If you have an associate degree program, see instructions on reverse.
9. In your school, when does a generic student become a nursing student? (Please check one. Do not include prenursing students.) Freshman year _____ Sophomore year _____ Junior year _____
10. When is the **first course** taught by **nursing faculty**?
    Non-clinical: Freshman year _____ Sophomore year _____ Junior year _____
    Clinical: Freshman year _____ Sophomore year _____ Junior year _____
11. Enrollment and graduation data:
    Please leave no blanks. Fill unneeded blocks on the left with zeros.

Count only nursing students in the spaces below.

	Fall 1981 Full-time Students	Fall 1981 Part-time Students	1980-81 Graduations During 1980-81 Academic Year
Baccalaureate: Generic	[ ][ ][ ][ ]	[ ][ ][ ][ ]	[ ][ ][ ][ ]
Baccalaureate: R.N.	[ ][ ][ ][ ]	[ ][ ][ ][ ]	[ ][ ][ ][ ]
Graduate: Masters	[ ][ ][ ][ ]	[ ][ ][ ][ ]	[ ][ ][ ][ ]
Graduate: Doctoral	[ ][ ][ ][ ]	[ ][ ][ ][ ]	[ ][ ][ ][ ]

Signature of Dean or Director _____

American Association of Colleges of Nursing
Eleven Dupont Circle • Suite 430 • Washington, D.C. 20036 • (202) 332-1917, 1918

1981-82 AACN SURVEY
DEAN/DIRECTOR: SALARY AND RELATED INFORMATION

Name of school _____

Address of school _____

1. TITLE: (check one)
   Dean _____ Director _____ Chair _____ Acting Dean _____ Other _____(specify)
   (an acting dean need not complete the remainder of the questionnaire, but please return the form with item 1 completed.)
2. RANK: (check one) Prof. _____ Assoc. Prof. _____ Asst. Prof. _____ No Rank _____
3. TENURE: (academic) yes _____ no _____
4. TERM: (administrative) Is it a policy of your institution for deans to be appointed for a specific term of more than one year? Terms generally are renewable. (check one)
   No fixed term _____ 2 yr _____ 3 yr _____ 4 yr _____ 5 yr _____ 6 or more yr _____
5. Does institutional policy call for a **formal** review of a dean's performance at the conclusion of a specific term, e.g., 5 years? (check one)
   Yes, internal within the institution _____
   Yes, internal and external _____
   No _____
6. ELECTION: Is it the policy of your institution for deans to be elected by the faculty? yes _____ no _____
7. SALARY [ ][ ][ ][ ][ ] (current fiscal year salary rounded to nearest dollar). The salary reported should reflect the total amount before deductions are made for tax-sheltered annuities, the dean's own contribution to retirement funds, life insurance, etc.
8. SALARY BASIS: (check one) Academic year _____ Calendar year _____
9. TIME IN DEANSHIP: Present school [ ][ ] years. Other school(s) [ ][ ] years.
10. HIGHEST DEGREE (check only the highest earned degree)
    Doctorate
    D.N.S. or D.N.Sc. _____ Ed.D. _____ Ph.D. _____ (specify field) _____
    D.P.H. or DR.P.H. _____ other _____ (specify field) _____
    Masters
    Nursing _____ other _____ (specify field) _____

NOTE: See reverse side if you wish to supply information on salaries of administrative faculty other than the Dean/Director.

Signature of Dean or Director _____

North
Atlantic
States
Midwestern States
Western States
Southern States

Report on Salaries of Nursing Deans
Schools Participating by Region and Sponsorship

NORTH ATLANTIC STATES

Public

Bloomsburg State College
Bloomsburg, Pennsylvania
Boston State College
Boston, Massachusetts
City College of New York
New York, New York
Herbert H. Lehman College of CUNY
Bronx, New York
Hunter College of CUNY
New York, New York
Indiana University of Pennsylvania
Indiana, Pennsylvania
* Pennsylvania State University
University Park, Pennsylvania
Rhode Island College
Providence, Rhode Island
Rutgers-The State University
Newark, New Jersey
SUNY College of Technology Utica/Rome
Utica, New York
SUNY/Binghamton
Binghamton, New York
SUNY/Buffalo
Buffalo, New York
* SUNY/Downstate
Brooklyn, New York
SUNY/Stony Brook
Stony Brook, New York
Salem State College
Salem, Massachusetts
Temple University
Philadelphia, Pennsylvania
Thomas Jefferson University
Philadelphia, Pennsylvania
University of Connecticut
Storrs, Connecticut
University of Lowell
Lowell, Massachusetts
University of Massachusetts
Amherst, Massachusetts
University of Southern Maine
Portland, Maine
University of Vermont
Burlington, Vermont
University of the District of Columbia
Washington, D.C.
Western Connecticut State College
Danbury, Connecticut
Worcester State College
Worcester, Massachusetts

Private (Secular)

Adelphi University
Garden City, New York
Alfred University
Alfred, New York
* Boston University
Boston, Massachusetts
College of Mount St. Vincent
Riverdale, New York
College of New Rochelle
New Rochelle, New York
Columbia University
New York, New York

Private (Secular)

Columbia University, Teachers College
New York, New York
Daemen College
Amherst, New York
Elmira College
Elmira, New York
Fairleigh Dickinson
Rutherford, New Jersey
Hartwick College
Oneonta, New York
Howard University
Washington, D.C.
MGH Institute of Health Professions
Boston, Massachusetts
Mercy College
Dobbs Ferry, New York
New York University
New York, New York
Northeastern University
Boston, Massachusetts
Pace University
Pleasantville, New York
Russell Sage College
Troy, New York
Simmons College
Boston, Massachusetts
Skidmore College
New York, New York
Syracuse University
Syracuse, New York
University of Hartford
West Hartford, Connecticut
University of Pennsylvania
Philadelphia, Pennsylvania
University of Pittsburgh
Pittsburgh, Pennsylvania
University of the State of New York
Albany, New York
Widener College
Chester, Pennsylvania
Wilkes College
Wilkes Barre, Pennsylvania
Yale University
New Haven, Connecticut
York College of Pennsylvania
York, Pennsylvania

Private (Religious)

Boston College
Chestnut Hill, Massachusetts
Carlow College
Pittsburgh, Pennsylvania
College of Misericordia
Dallas, Pennsylvania
College of Our Lady of the Elms
Chicopee, Massachusetts
Duquesne University
Pittsburgh, Pennsylvania
Fairfield University
Fairfield, Connecticut
Felician College
Lodi, New Jersey
Georgetown University
Washington, D.C.

*Acting/Interim Dean

NORTH ATLANTIC STATES

Private (Religious)

Lycoming College
Williamsport, Pennsylvania
Messiah College
Grantham, Pennsylvania
Molloy College
Rockville Centre, New York
* Neumann College
Aston, Pennsylvania
Niagara University
Niagara University, New York
Seton Hall University
South Orange, New Jersey
St. Anselm College
Manchester, New Hampshire
St. Francis College
Loretto, Pennsylvania
Stern College for Women
New York, New York
The Catholic University of America
Washington, D. C.
Thiel College
Greensville, Pennsylvania
University of Scranton
Scranton, Pennsylvania
Villa Maria College
Erie, Pennsylvania
Villanova University
Villanova, Pennsylvania

MIDWESTERN STATES

Public

Ball State University
Muncie, Indiana
Chicago State University
Chicago, Illinois
Eastern Michigan University
Ypsilanti, Michigan
Fort Hays State University
Hays, Kansas
Governors State University
Park Forest South, Illinois
Indiana State University
Terre Haute, Indiana
Indiana University
Indianapolis, Indiana
Kent State University
Kent, Ohio
Med. College of Ohio School of Nursing
Toledo, Ohio
Miami University
Oxford, Ohio
Michigan State University
East Lansing, Michigan
Northeast Missouri State University
Kirksville, Missouri
Northern Illinois University
DeKalb, Illinois
Northern Michigan University
Marquette, Michigan
Oakland University
Rochester, Michigan
Ohio State University
Columbus, Ohio
Purdue University
West Lafayette, Indiana
* Sangamon State University
Springfield, Illinois
South Dakota State U. College of Nursing
Brookings, South Dakota
Southern Illinois University
Edwardsville, Illinois
University of Akron
Akron, Ohio
University of Cincinnati
Cincinnati, Ohio
University of Illinois/Medical Center
Chicago, Illinois
University of Iowa
Iowa City, Iowa
University of Kansas
Kansas City, Kansas
University of Michigan
Ann Arbor, Michigan
University of Minnesota
Minneapolis, Minnesota
University of Missouri
St. Louis, Missouri
* University of Missouri
Columbia, Missouri
University of Missouri
Kansas City, Missouri
University of Nebraska
Omaha, Nebraska
* University of North Dakota
Grand Forks, North Dakota
University of Wisconsin
Milwaukee, Wisconsin
University of Wisconsin
Madison, Wisconsin
University of Wisconsin
Eau Claire, Wisconsin
University of Wisconsin
Oshkosh, Wisconsin
Washburn University of Topeka
Topeka, Kansas
Wayne State University
Detroit, Michigan
* Wichita State University
Wichita, Kansas
Wright State University
Dayton, Ohio

Private (Secular)

Bradley University
Peoria, Illinois
Case Western Reserve University
Cleveland, Ohio
Northwestern University
Chicago, Illincis
Ohio Wesleyan University
Delaware, Ohio
Rush University College of Nursing
Chicago, Illinois

Private (Religious)

Ashland College
Ashland, Ohio
Augustana College
Sioux Falls, South Dakota
* Avila College
Kansas City, Missouri
* Capital University
Columbus, Ohio

MIDWESTERN STATES

Private (Religious)

College of Mount St. Joseph
Mount St. Joseph, Ohio
* College of St. Scholastica
Duluth, Minnesota
Creighton University
Omaha, Nebraska
DePaul University
Chicago, Illinois
DePauw University
Greencastle, Indiana
Edgewood College
Madison, Wisconsin
Elmhurst College
Elmhurst, Illinois
* Goshen College
Goshen, Indiana
Graceland College
Lamoni, Iowa
Grand View College
Des Moines, Iowa
Hope/Calvin Colleges
Holland, Michigan
Illinois Wesleyan University
Bloomington, Illinois
Indiana Central University
Indianapolis, Indiana
Lewis University
Lockport, Illinois
Loyola University
Chicago, Illinois
Luther College
Decorah, Iowa
Madonna College
Livonia, Michigan
Marquette University
Milwaukee, Wisconsin
Marymount College
Salina, Kansas
Mercy College of Detroit
Detroit, Michigan
Millikin University
Decatur, Illinois
* Nazareth College
Nazareth, Michigan
North Park College
Chicago, Illinois
* Saint Olaf College
Northfield, Minnesota
St. Louis University
St. Louis, Missouri
St. Mary of the Plains College
Wichita, Kansas
St. Mary's College
Notre Dame, Indiana
The College of St. Catherine
St. Paul, Minnesota
University of Evansville
Evansville, Indiana
Ursuline College
Pepper Pike, Ohio
Valparaiso University
Valparaiso, Indiana

SOUTHERN STATES

Public

Angelo State University
San Angelo, Texas
Arkansas State University
State University, Arkansas
Clemson University
Clemson, South Carolina
* Coppin State College
Baltimore, Maryland
Corpus Christi State University
Corpus Christi, Texas
Delta State University
Cleveland, Mississippi
East Carolina University
Greenville, North Carolina
East Tennessee State University
Johnson City, Tennessee
Eastern Kentucky University
Richmond, Kentucky
* Florida A&M University
Tallahassee, Florida
Florida State University
Tallahassee, Florida
George Mason University
Fairfax, Virginia
Georgia State University
Atlanta, Georgia
James Madison University
Harrisonburg, Virginia
Louisiana State University
New Orleans, Louisiana
Marshall University
Huntington, West Virginia
Medical College of Georgia
Augusta, Georgia
Medical College of South Carolina
Charleston, South Carolina
Mississippi University for Women
Columbus, Mississippi
Murray State University
Murray, Kentucky
Northeast Louisiana University
Monroe, Louisiana
Northern Kentucky University
Highland Heights, Kentucky
Northwestern State University
Shreveport, Louisiana
Radford College
Radford, Virginia
Southeastern Louisiana University
Hammond, Louisiana
Tennessee State University
Nashville, Tennessee
Tennessee Tech. University
Cookeville, Tennessee
Texas Tech. University
Lubbock, Texas
Towson State University
Baltimore, Maryland
Troy State University
Troy, Alabama
Univ. of Arkansas College of Nursing
Little Rock, Arkansas
University of Alabama
Huntsville, Alabama
University of Alabama
Birmingham, Alabama
University of Central Arkansas
Conway, Arkansas
University of Florida
Gainesville, Florida
University of Kentucky
Lexington, Kentucky

SOUTHERN STATES

Public

* University of Louisville
  Louisville, Kentucky
University of Maryland
  Baltimore, Maryland
University of Mississippi
  Jackson, Mississippi
University of North Carolina
  Charlotte, North Carolina
University of North Carolina
  Greensboro, North Carolina
University of North Carolina
  Chapel Hill, North Carolina
University of Oklahoma
  Oklahoma City, Oklahoma
University of Puerto Rico
  Rio Piedras, Puerto Rico
University of South Carolina
  Spartanburg, South Carolina
University of South Carolina
  Columbia, South Carolina
University of South Florida
  Tampa, Florida
University of Southern Mississippi
  Hattiesburg, Mississippi
University of Southwestern Louisiana
  Lafayette, Louisiana
University of Tennessee
  Knoxville, Tennessee
* University of Tennessee
  Memphis, Tennessee
University of Texas
  Galveston, Texas
University of Texas
  Arlington, Texas
University of Texas
  Austin, Texas
University of Texas
  Houston, Texas
University of Texas
  El Paso, Texas
University of Texas
  San Antonio, Texas
University of Virginia
  Charlottesville, Virginia
University of West Florida
  Pensacola, Florida
Valdosta State College
  Valdosta, Georgia
* Virginia Commonwealth University
  Richmond, Virginia
West Texas State University
  Canyon, Texas
West Virginia University
  Morgantown, West Virginia
Western Kentucky University
  Bowling Green, Kentucky
Winston Salem State University
  Winston Salem, North Carolina

Private (Secular)

Duke University
  Durham, North Carolina
Hampton Institute
  Hampton, Virginia
The University of Tulsa
  Tulsa, Oklahoma
University of Miami
  Miami, Florida
Vanderbilt University
  Nashville, Tennessee

Private (Religious)

Barry College
  Miami Shores, Florida
Baylor University
  Dallas, Texas
College of Notre Dame of Maryland
  Baltimore, Maryland
Eastern Mennonite College
  Harrisonburg, Virginia
Emory University
  Atlanta, Georgia
Incarnate Word College
  San Antonio, Texas
Mississippi College
  Clinton, Mississippi
Oral Roberts University
  Tulsa, Oklahoma
Queens College
  Charlotte, North Carolina
Texas Christian University
  Fort Worth, Texas
William Carey College
  New Orleans, Louisiana

WESTERN STATES

Public

Arizona State University
  Tempe, Arizona
California State College
  Bakersfield, California
California State University
  Long Beach, California
* California State University
  Sacramento, California
Intercollegiate Center for Nursing Educ.
  Spokane, Washington
Montana State University
  Bozeman, Montana
Oregon Health Sciences University
  Portland, Oregon
San Diego State University
  San Diego, California
San Jose State University
  San Jose, California
The University of New Mexico
  Albuquerque, New Mexico
University of Arizona
  Tucson, Arizona
University of California
  San Francisco, California
University of Colorado
  Denver, Colorado
University of Nevada
  Reno, Nevada
University of Utah
  Salt Lake City, Utah
University of Washington
  Seattle, Washington
University of Wyoming
  Laramie, Wyoming

Private (Secular)

Westminster College
  Salt Lake City, Utah

Private (Religious)

California Lutheran College
  Thousand Oaks, California
Loma Linda University
  Loma Linda, California
Seattle University
  Seattle, Washington
University of Portland
  Portland, Oregon
University of San Diego
  San Diego, California
* University of San Francisco
  San Francisco, California